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TRAINING CENTER PETALUMA INSTRUCTIONAL SYSTEMS SCHOOL

ISS NEWSLETTER

SPRING 2008

INSIDE THIS ISSUE:

AS CERTAIN AS DEATH AND TAXONOMIES 2

MOVING ON..... FINALLY 2

AFC-ISPI UPDATE 2

MASTER TRAINING SPECIALIST 3

SPRING REPLANTING 3

OLE JACK 4

By CWO Michelle Criste

Spring is a time of new beginnings. We are kicking off our second Master Training Specialist (MTS) Program in May; we have started to involve the newly qualified MTS candidates in the Evaluation of Qualified

Instructor Program (EQIP); we have added the International Training Detachment (ITD) and Fisheries School in Kodiak to our annual training schedule and we are certainly experiencing a new beginning this season with a

third of our staff moving on this summer.

I would like to take few lines to acknowledge our departing teammates in this article.

BMC Dave Comfort is retiring in July giving up the life of a geo-bachelor and moving back home with his wonderful wife in Nevada. We will miss his unique personality and Chiefly presence, not to mention spirited conversations about all things work related or not.

PS1 Jim Craumer is retiring in August giving up his life as a geo-bachelor and returning home to his lovely wife in Baltimore. They plan to retire to Florida for

See 'New Beginnings' pg 4



Master Training Specialists receiving their awards: from left to right HSCS Mayo BMC Padley, ET1 Tom Brawner, ET1 Will Casey, ET1 Jessica Martin, ET1 Robert Pester, ET2 Micah Phillips, Yn1 Tracy DePascale, ET1 Eric Yermal

MASTER TRAINING SPECIALIST

- MTS Kick Off
May 28th 1400 JNB, Room 328
- Come if your even curious

MTS CORNER — LEAVING A TRACEN

By Eric Yermal

If you have been out to the fleet recently you'll notice that not all units provide weekly training and those that do don't always do it effectively. After you transfer from a training center to the fleet, that doesn't mean you're no longer an Instructor or a Master Training Specialist. The difference is what you're teaching.

Anyone who has been out in the fleet has seen what goes on. In many cases the training is given more for the benefit of the one instructing rather than those attending. Other times the training is poorly planned and executed. On my last boat I remember attending DC training on the weather deck as a shipmate was showing us how patch a pipe. The instructor had to yell to be heard over

the exhaust fan it was also in the Caribbean and was 90 Degrees outside with high humidity after about 10 minutes no one was listening anymore. Or how about a non-rate who is giving training to his shipmates for the first time,

See 'Leaving a Tracen' pg 4



AS CERTAIN AS DEATH AND TAXONOMIES

By BMC Dave Padley

Many throughout the Coast Guard know the name Robert Gagne because of our extensive use of Gagne's (1985) "Nine Events of Instruction" in many of our lesson plans and instructors guides. But some of Gagne's earlier work on the "Taxonomy of Learning Outcomes" can be just as beneficial to Coast Guard Instructors and Instructional Designers.

According to Gagne (1972) there are five major categories of learning outcomes:

- (1) verbal information,
- (2) intellectual skills,
- (3) cognitive strategies,
- (4) attitudes, and
- (5) motor skills.

Based on the type of learning outcome, Gagne theorized that certain critical external conditions can critically influence if learning occurs.

For example, students become proficient at new motor skills quicker when instructor's:

- (1) Present verbal or other guidance to cue the executive subroutine,

- (2) Arrange for repeated practice,
- (3) Furnish immediate feedback to the accuracy of performance, and
- (4) Encourage the use of mental practice.

When these critical learning conditions are met, learners are given the greatest chance of learning a new skill.

Thus, putting some thought early into what the intended objective of the module is going to be can lead to some early clues about what learning conditions should be present in the instruction. For more insight into Learning Taxonomies or Instructional Theories, the Instructional Systems School staff recommends Driscoll's *Psychology of Learning for Instruction* (2005) or if you have a questions about a specific instructional predicament, please don't hesitate to contact someone on our staff.



MOVING ON.....FINALLY!

By BMC David Comfort

For those of you that have asked, yes, I have been part of TRACEN Petaluma for a long time, three tours, and three different jobs. For those of you that have asked, yes, I am retiring, and you are all invited to the TRACEN Petaluma Consolidated Club on July 3rd at 1030 to make sure it happens.

In 1994 I reported aboard TRACEN Petaluma to teach law enforcement at the Boarding Team Member School, I was coming fresh off a tour at the Pacific Area Tactical Law Enforcement Team in San Diego. I toiled at that assignment for five years, filling a detailer desired extension to remain. In 1999 something that is not common

knowledge occurred, I left TRACEN for three years and taught at the Pacific Area Training Team in Alameda. In 2002, I returned to fill the School Chief position for the Boarding Team Member School until the school departed Petaluma to form the Maritime Law Enforcement Academy in Charleston, SC.

Instead of retiring then, I took a position with the Instructional Systems School thinking it would be easier on the body parts to teach people to teach versus teaching people to hurt people. In some ways it is easier, in others it is not, but it has all been great fun.

Training Center Petaluma is a great place to be, and I have enjoyed my time here. The environment is extraordinarily

AFC-ISPI UPDATE



Pictured above are Past-president, Jim Craumer, President Roger Chevalier, and President-elect, Brett Christensen at the Armed Forces Chapter meeting at the 2008 ISPI Conference.

By PS1 Jim Craumer

In keeping with the theme of this issue "New Beginnings", it is the perfect time for an update from the Armed Forces Chapter-ISPI. I am very glad to announce that as of April 7, 2008 I turned the leadership of the chapter over to Dr. Roger Chevalier (LCDR, USCG Ret.). In my term as President, the chapter made great strides in growth and strength as an organization in the field of performance improvement. Under the leadership of Roger and his board, the chapter is in a position of strong leadership and will continue to grow and become a valuable networking organization for performance improvement within the military.

supportive of personal improvement and I have taken advantage of that also, completing my degrees and being placed in a position to mentor the newest members of the Coast Guard.

The people I have worked with are all top notch, and that is most likely the major item I will miss. All of you.

It's been a great career, taking me all over the world, doing interesting things, and ending in a great place to be and a hard place to leave.

Thank you to those that have touched my life and made it better. To those that I have touched, I apologize, old reflexes die hard.

MASTER TRAINING SPECIALIST PROGRAM

By BMC Karl Beeman

TRACEN Petaluma recently completed their first Master Training Specialist program with great success, and many valuable lessons learned. The newly qualified MTS's have already provided qualitative evaluations within their schools and mentored instructors through positive feedback and recommendations for improving the quality of instruction. The Instructional Systems School at TRACEN Petaluma developed a meticulous program to assist potential Master Training Specialist candidates through their PQS, including multiple workshops and mentoring. The end result was the successful completion of the PQS and passing of an oral board, by 10 new Master Training Specialists at TRACEN Petaluma. The PQS was broken down into multiple categories allowing for candidates to work individually on their PQS items, and allowed for facilitated workshops hosted by candidates and mentored by qualified MTS's. Upon completion of their PQS, the MTS candidates took an oral board that consisted of evaluating



MTS Kick-off inspirational picture

an instructional event using the Instructor Feedback form and questions based upon the PQS. The MTS board members scored each answer in accordance with Section III of the SOP and the candidates were given a pass or fail based on their final score. The initial roll out was a huge success, and the feedback was beneficial in fine tuning the process. The ISS staff is pleased to announce the kick off for the Second MTS program, which will be May 28th 2008 at 1400 in classroom 328 in the Juliet Nichols building. Information on

the MTS program, as well as copies of the PQS can be found in Volume 13 in the SOP. Instructors at TRACEN Petaluma who are interested in learning more about the MTS program are invited to attend the MTS kick off meeting. Our goal on the ISS staff is to double the number of qualified MTS's here at TRACEN Petaluma by the end of the year; to ensure every school has a pool of MTS's available to mentor new Instructors and continue to increase effectiveness of instruction through the EQIP program at TRACEN Petaluma.



SPRING REPLANTING

By Ms Deeann "D" Bruno

I have replanted myself again during this Spring season. I am returning to the ISS Staff after a 10 year absence. I was originally on the staff from 1997-1998. I joined the staff right after they changed the Basic Instructor Course to the Instructor Development Course. The other courses taught during those years were the Team Coordinator Training Facilitator course and the Course Design Course. I left the staff to teach for the newly designed Chief Petty Officer's Academy. I helped the CPO Academy Staff implement the design of teaching Chiefs the difference between speeches, presentations and instruction. This was just one of the blocks that was redesigned when the Coast Guard changed the curriculum from 6 weeks to 4 ½ weeks. I taught

as part of the CPO Academy from 1999 to 2004 when I retired. After retirement I moved away to Washington to focus on finishing my Bachelors Degree. After a year and a half away, I moved back to California to be closer to my family. Jan 2006, I started work back at TRACEN Petaluma as a contract Admin Assistant in the barracks. While in the barracks I helped change and design processes to improve customer service for incoming students and had the pleasure to work with all the Training Center schools. I have been pleased to learn how the ISS staff has updated and changed their courses over the years. The Staff recently designed and developed Course Developer Course bringing it back to the classroom instead of online. The Instructor Development Course has shifted to align with the International Board of Standards competences

(IBSTPI) model. I am excited to return to these important courses and other projects that the staff is involved with. I look forward to meeting you on the road or in these pages.



OLE JACK

BY ITC Michael Porter

On the way up to Kodiak, Alaska to teach an Instructor Development Course (IDC) I had a layover in Anchorage. I decided to pop into a furrier shop in the downtown area. That's where I met the owner; Ole Jack. Jack is 80 years old, a bush pilot, a furrier, an Alaskan Native, a WWII veteran and one heck of a storyteller. He entertained my wife Martha and I for 45 minutes and I got the feeling we could have talked for hours but we had a plane to catch. Before we left Jack wanted to know what the most important thing about being an instructor was, he got a pen out and got ready to write. I have to admit I was caught off guard and quickly searched my heart and mind for the essentials of instruc-

tion from my perspective. He seemed to have a highly tuned BS



meter so I really gave the question some thought. Here is what I told him-

Be sincere—students can immediately spot an instructor who is just going through the motions.

Educate yourself—be the expert in your subject, if you not the expert strive to become the expert.

Have a passion for teaching, love what you do—excitement for your subject is infectious. Students will overlook a lot if they know you care about them and about your subject.

Basic instructor skills are important. Combine good communication skills and delivery with sincerity, passion, and expertise you have a winning combination that can't lose.

'Leaving a Tracen' continued from page 1
who can they turn to for help and advice?

Instructors and Master Training Specialists out in the fleet can help make OJT more productive. There are a lot of people out in the fleet who think being stationed at a training center is a waste of time.

The reality however is very different. It was a time of serious professional growth. Let your new shipmates know that you didn't spend that time on vacation.

One of the first things you can do is when you have your sit-down with the XO, let he or she know what your competencies are and that you spent time

at a training center. Word will get around especially to the ESO.

Start in your own area, if you're an E-6 or above chances are you're going to have to coordinate OJT of some kind especially around CART/TACT time.

People who have never given training may need assistance, be approachable help them out.

If your time and duties permit sit in on the training given by other departments. Remember you are interested in the Delivery not the Content. Offer friendly feedback not criticism. If a shipmate does come seeking your help:

Stress the need for a lesson plan. Instruct them on the media that may be available at the unit (Power point, visual aids, and handouts). As well as full size demonstrations and practice. Help them to secure an area free of distraction as possible for a classroom (Wardroom if available or the mess deck).

Practice with them, and give feedback.

If the training was successful word will get around and others will seek you out. One thing you can do that may help out a great deal is to stay in contact with fellow instructors. Old shipmates can be your most precious resource.

'New Beginnings' continued from page 1
for some relaxation in the Sunshine State. We will miss his high energy,

enthusiastic approach and endless capacity for Race Car discussions. Ms Bobette Burdick left our staff May 2; she found a job that better fits her life. She will be missed for her eye for detail, straight talk and of course you cannot think about Bobette without remembering the punishing workouts

she has put us through in an effort to make us healthier and slimmer. Although we have great talent leaving our staff we have been blessed with some outstanding individuals to fill their shoes. OSC Jason Fink will be reporting in June and has already reached out to our staff and started to find his niche as a member of this team. AMTC Marc Triglia will be reporting in June as well and if first im-

pressions mean anything he promises to be a great asset to this already talented staff. Finally the talented and seasoned Ms Dee Bruno has been hired to fill the L3 contract position. It is indeed an eventful & challenging time saying farewell to those moving on and hailing our newest team members. If you see us at your unit this summer, please stop us and give a warm welcome to our new teammates.